

GARMIN

SUPPLIER CODE OF CONDUCT

This document includes Garmin Supplier Code of Conduct, translated into English and Chinese.

Please go to the applicable language document by clicking the hyperlink corresponding to the respective language provided below.

The English language version of this Supplier Code of Conduct shall be legally binding in all respects and shall prevail in case of any inconsistencies.

Current translations include:

[ENGLISH](#)

[CHINESE](#)

GARMIN

供應商行為準則

本文件包含「Garmin 供應商行為準則，並已翻譯成英文版和繁體中文版。

請點選下方提供之對應於個別語言的超連結，前往適當語言的文件。

這供應商行為準則的英文版應在各方面具有法律約束力，且在有任何不一致時優先適用。

目前翻譯提供：

[英文版](#)

[繁體中文版](#)

Supplier Code of Conduct

Garmin Ltd. and its subsidiaries (collectively, "Garmin") are committed to ensuring high standards of business, social, and environmental responsibility throughout our supply chain. All Suppliers, including their designated manufacturing facilities and their sub-tier suppliers involved in any aspect of the manufacturing process, are to maintain a high level of ethics, environmental responsibility, and labor relations to support our commitment to corporate social responsibility. This document outlines Garmin's expectation of its Suppliers in areas including human rights and the environment; and sets out important business practices. This Supplier Code of Conduct ("Code") outlines the Supplier's obligations in order to do business with Garmin.

For the purposes of this document, "Supplier" means any company, corporation, or other entity that sells, or seeks to sell, goods or services to Garmin. Garmin's Supplier shall abide by this Code and all applicable laws and regulations of the country or countries in which they are doing business, including labor, health and safety, environmental and criminal law. Furthermore, this document references specific international standards and legislations that require Supplier compliance unless local laws and regulations set a higher standard. This Code is modeled, in part, on the Electronic Industry Citizen Coalition Code of Conduct. Recognized standards such as the Universal Declaration of Human Rights and standards issued by organizations such as the International Labour Organization (ILO) were also used as references in preparing this Code.

Failure to comply with this Code may result in Supplier disqualification from doing business with Garmin. Garmin's direct Supplier is responsible for their sub-tier suppliers further down the supply chain and for ensuring the same standards as set out herein, are applied. Garmin reserves the right to audit all entities in the supply chain for compliance.

A Supplier must, in all areas of its business operations, comply with all applicable laws, regulations, and directives of the countries and regions in which it operates. Additionally, each Supplier must ensure that its employees receive information and training in relation to all relevant legal, regulatory and internal requirements that apply to their jobs.

LABOR

The Supplier should recognize and be committed to uphold the human rights of all employees. The Supplier should go beyond legal compliance, drawing upon internationally recognized standards in order to advance social and environmental responsibility.

A. Health and Safety

The Supplier shall ensure they provide a healthy and safe working environment for employees. Conditions in all work facilities must be safe, clean, and in compliance with all applicable laws and regulations. The Supplier shall have systems to detect, avoid, and respond to potential risks to the health and safety of all associates.

Garmin recognizes integrating sound health and safety management practices into all aspects of business is essential and requires the Supplier to commit to creating a healthy work environment and safe working conditions for all of their associates.

At a minimum, the Supplier shall:

- a. Provide a healthy and safe working environment for all employees
- b. Maintain compliance with all applicable health and safety laws and regulations
- c. Provide employees access to potable water and adequate sanitary facilities
- d. Provide employees with appropriate personal protective equipment necessary to perform their jobs safely
- e. Train employees to perform their jobs safely and to maintain and use personal protective equipment correctly
- f. Develop and maintain emergency response plans and equipment including evacuation, fire, medical, and other disaster response, and employee training

B. Child Labor

The Supplier shall not engage in child labor. No worker shall be employed under the age of fifteen (15) or fourteen (14) where established by national laws in accordance with the International Labour Organization (ILO) developing-country exception; under the age of completion of compulsory education or under the minimum age for employment in the country, whichever is greater. The Supplier shall maintain copies of legal age documentation of each employee.

C. Forced Labor and Human Trafficking

The Supplier shall not engage in involuntary, forced, prison, indentured or slave labor, human trafficking or the hiring of trafficking and debt bondage victims. All employees shall be guaranteed freedom of movement. Overtime work shall be

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voluntary. The Supplier shall conduct due diligence to prevent the recruitment/hiring of victims of trafficking, debt bondage or other types of exploitation by third parties of such as labor brokers or contractors.

The Supplier should refer to the International Labour Organization Conventions No. 29 and 105, the Supplementary Convention on the Abolition of Slavery, the Slave Trade and Institutions and Practices, and the Protocol to Prevent, Suppress, and Punish Trafficking in Persons Especially Women and Children, supplementing the United Nations Convention Against Transnational Organized Crime. Prison labor shall mean labor conducted by convicts or labor conducted in lawful confinement.

D. Harassment or Abuse

The Supplier shall ensure no worker is subject to any physical, sexual, psychological, or verbal harassment or abuse. Employees are to be treated with respect and dignity.

E. Discrimination

Discrimination in employment, including recruitment, hiring, training, working conditions, job assignments, pay, benefits, promotions, discipline, termination, or retirement on the basis of gender, race, ethnicity, social origin, religion, age, disability, sexual orientation, national origin, political opinion or any other status protected by country law is prohibited. Hiring, pay, benefits, training, advancement, discipline, termination, retirement, or any other employment-related decision shall be based on relevant and objective criteria.

F. Working Hours

The Supplier shall ensure working hours of employees comply with national laws and are not excessive. Employees shall be allowed at least one (1) day off in every seven (7) day period. The Supplier shall comply with applicable laws, which entitle employees to breaks, vacation time, leave periods, and holidays.

G. Wages and Benefits

Wages are essential for meeting the basic needs of employees. The Supplier shall compensate their employees by providing wages, including overtime pay, and benefits that satisfy all applicable laws and regulations.

H. Freedom of Association

The Supplier is required to respect the rights of employees to establish and join a legal organization (including trade unions) of their own choosing without being penalized for their non-violent exercise of these rights.

Garmin Conflict Minerals Statement

On Aug. 22, 2012, the final rule regarding sourcing of conflict minerals under Section 1502 of the Dodd-Frank Wall Street Reform and Consumer Protection Act (Dodd-Frank Act) was approved by the U.S. Securities and Exchange Commission (SEC). The rule requires companies such as Garmin that are listed on U.S. stock exchanges to make reasonable inquiries, and depending on the circumstances, undertake further due diligence to try to determine the source and chain of custody of conflict minerals that may be used in their products, and to publicly report on an annual basis whether any such conflict minerals originate and finance armed groups in the Democratic Republic of the Congo (DRC) or adjoining countries. The conflict minerals are tin, tantalum, tungsten and gold (also known as 3TG). Although Garmin does not directly purchase any raw 3TG minerals from our suppliers, Garmin purchases component parts from its suppliers that could include 3TG derived from mines in the DRC or adjoining countries.

Garmin supports an industry-wide approach to addressing social responsibility issues throughout the supply chain. As part of this approach, Garmin collaborates with others in industry through its participation in the Conflict Free Sourcing Initiative (CFSI), which evolved from the Electronic Industry Citizenship Coalition-Global e-Sustainability Initiative.

The CFSI is an industry-wide initiative created to develop control systems regarding smelters and refiners through independently validated audits under CFSI's Conflict-Free Smelter Program (CFSP). Through the CFSP, the CFSI identifies smelters and refiners that produce conflict-free materials. In order to confirm that status, CFSI uses specially trained independent third-party auditors to verify that these smelters and refiners can be deemed conflict-free. CFSI publishes online a list of smelters and refiners that meet the standards of the audit. In addition, CFSI developed the Conflict Minerals Reporting Template (CMRT) to standardize the collection of conflict minerals information from suppliers throughout the industry's supply chains.

Garmin sends the CMRT to our suppliers on an annual basis and asks them to provide information regarding the smelters/refineries in their supply chains. In addition, we incorporate in our standard supplier contracts, our Supplier Code

of Conduct and our supplier expectations provisions that require our suppliers to adopt a policy on the responsible sourcing of minerals; implement due diligence processes to support that policy; and complete and return the CMRT to Garmin.

Our Expectations for Suppliers

Specifically, Garmin expects each of our suppliers to do all of the following:

- Adopt a policy of responsible sourcing of minerals and pass this requirement through its supply chain;
- Implement due diligence processes and mitigation plans to support that policy;
- Comply with our Supplier Code of Conduct;
- Utilize the Garmin Conflict Minerals Training Program to train and instruct their applicable employees
- Source materials from socially responsible suppliers; and
- Complete and return to us the CMRT in a timely manner and provide us all other information we may request regarding the sourcing of minerals in products they supply.

If Garmin becomes aware of a supplier who is not in compliance with the supplier expectations set forth in this policy, then we will follow our escalation process and take the appropriate actions to remedy the situation, including possible discontinuance of the supplier relationship.

Suppliers and other external parties are encouraged to contact their regular sourcing channel or Garmin representative if they wish to seek guidance on the application of this approach or if they wish to report suspected abuse. Suppliers, other external stakeholders and employees may report concerns related to the sourcing of 3TG in Garmin’s products to the Garmin conflict minerals team and Chief Compliance Officer by emailing conflictmineralscompliance@garmin.com or by mail to Chief Compliance Officer, Garmin Ltd., Mühlentalstrasse 2, CH-8200, Switzerland.

ENVIRONMENT

A Supplier should recognize that environmental responsibility is integral to producing high quality products. In manufacturing operations, adverse effects on the environment and natural resources are to be minimized. The Supplier should be committed to a culture of continuously improving their operations, processes, and products in order to conserve resources, prevent pollution, and minimize adverse impacts to people and communities.

At a minimum, the Supplier shall:

- a. Comply with all applicable environmental laws and regulations;
- b. Notify Garmin in writing of any change in manufacturing location or sub-contract third party suppliers;
- c. Maintain and comply with all applicable permits and reporting requirements;
- d. Implement an Environmental Management System (EMS) that includes, but not limited to, the following:
 - Statement of commitment (Environmental Policy, Position or Statement)
 - Identification of person(s) responsible and accountable for implementing programs and systems
 - System by which a Supplier can identify applicable laws and regulations
 - Risk management process
 - Employee training
 - Communications process
 - Processes for completing audits and assessments, and corrective actions
 - Documentation and recordkeeping
- e. Minimize the risks and environmental impacts from storage, use, transportation, and disposal of hazardous substances;
- f. Not use substances in operations, processes, or products banned by international conventions (i.e. Ozone Depleting Chemicals, Perfluorooctane-sulfonates, etc.);
- g. Implement pollution prevention and resource conservation program to reduce environmental impacts;
- h. Provide chemical or other environmental compliance data (upon request) for products and materials supplied to Garmin, including, but not limited to:

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- EU RoHS
 - EU WEEE
 - EU ELV
 - EU REACH
 - Ozone Depleting Chemicals Product & Manufacturing Bans (U.S. Stratospheric Ozone Protection Act/Clean Air Act and EU Directives)
 - California Battery Charger System Rules
 - Japan J-MOSS (JIS-C 0950)
 - IMDS/GADSL
 - Korea RoHS
 - California RoHS
 - California Proposition 65
 - Other product chemical regulatory disclosures
 - Full material disclosure
- i. Create and maintain documents and records to ensure regulatory and Code of Conduct compliance; and
 - j. Maintain documentation to support compliance with all of the above.

ETHICS

Garmin is committed to conducting business in accordance with the highest ethical standards and in compliance with all applicable laws. Suppliers should report any ethical issue (or potential ethical issue) or violation of this Code to Garmin immediately. This includes any potential ethical issue by a Garmin or Supplier employee; concerns about ethical issues in the procurement process; or any other ethical concerns. There will be no negative reflection on any person or company for reporting an ethical concern in good faith.

The Supplier is expected to uphold the highest standards of ethics including:

a. No Corruption, Extortion, or Embezzlement

All forms of corruption, extortion, and embezzlement are strictly prohibited resulting in immediate termination and legal actions.

b. Disclosure of Information

The Supplier may have access to Garmin’s confidential (non-public) information. The Supplier shall hold this confidential information in the strictest confidence and shall not (except as required by law) disclose it to anyone without Garmin’s prior approval and then only on a need-to-know basis. Garmin retains exclusive ownership of its confidential information. The Supplier shall not buy or sell Garmin’s equity or debt securities based on, or otherwise take advantage of, material, non-public information relating to Garmin or its businesses.

c. No Improper Advantage

Bribes or other means of obtaining undue or improper advantages are not to be offered or accepted. The Supplier shall not engage in any activity on behalf of Garmin including, without limitations, projects, transactions, lobbying, charitable or political donations and appearances before Governmental entities, officials, or representatives.

d. Anti-bribery – Kickbacks, Bribes and Payoffs

Suppliers shall comply with all anti-bribery laws, regulations and legislation. Suppliers must not offer nor accept anything of value to secure an improper advantage or benefit. The Supplier shall not offer or accept, either directly or indirectly, kickbacks, bribes or payoffs in cash or any other form. It does not matter that a prohibited payment may be demanded by a public official; the prohibited payment still may not be made. The Supplier shall not facilitate payments on our behalf nor engage in any activity on behalf of Garmin including, without limitations, lobbying, charitable or political donations and appearances before Governmental entities, officials, or representatives.

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Supplier should maintain standards in compliance with the Foreign Corrupt Practices Act ("FCPA"), the UK Bribery Act 2010 ("UK Bribery Act"), and similar anti-bribery laws of other countries (together, "Anti-Bribery Laws").

e. Fair Business, Advertising and Competition

Standards of fair business, advertising, and competition are to be upheld. A Supplier shall not engage in bid collusion and/or customer/market allocation with other Garmin Suppliers. The Supplier shall comply with all applicable antitrust, trade regulation, and competition laws.

SUPPLY CHAIN SECURITY

Garmin is committed to the security of its cargo importing into countries in which Garmin operates. Garmin maintains membership in Government sponsored voluntary security programs such as the Customs-Trade Partnership Against Terrorism (C-TPAT) and Authorized Economic Operator (AEO). These programs are designed to assist Customs officials in detecting and preventing terrorists and terrorist weapons from entering the country, while facilitating the orderly and efficient flow of legitimate trade.

- a. The international Supplier is expected to maintain a secure facility and cooperate with Garmin by implementing and utilizing proper security procedures when preparing and handling Garmin's merchandise and cargo.
- b. Garmin encourages our business partners to become familiar with the C-TPAT, AEO, or similar programs and their minimum-security criteria and, if eligible, consider becoming a member of C-TPAT, AEO, or similar security program(s), which may be available in your country of operation.

In furtherance of its physical security measures, Supplier must take appropriate measures to safeguard the details of its security programs and to protect sensitive data and information in all forms. Supplier must promptly notify Garmin if Supplier experiences a data breach.

台灣國際航電股份有限公司(“Garmin”)和其子公司致力於高標準的商業、社會、和環境責任，遍及其所有的供應鏈。所有的供應商其指定的生產廠房，和其參與生產過程的次階供應商必須維持高水準的道德、環境責任和勞工關係來支持我們對於社會責任的承諾。這份文件概要說明 Garmin 對於其供應商在人權與環境的期待並實踐在每一個重要的商業行為。供應商行為準則，準則概要說明了與 Garmin 有商業活動的供應商之義務。

就這份文件的目的來說，“供應商”意指所有公司、關係企業、任何販賣實體或試圖販賣產品或服務給 Garmin。Garmin 的供應商需遵守這份準則和所有可適用的於其商業範圍的國家之法律和規章，包括勞工，健康和環境和犯罪等法律。此外，這份文件參考特定的國際標準和法規，需要供應商的配合遵守，除非當地法律和規章設定了更高的標準。Garmin 的供應商行為準則以電子產業公民聯盟行為準則(Electronic Industry Citizen Coalition Code of Conduct)為規範，並參與其中。本行為準則亦參考公認的標準如世界人權宣言(Universal Declaration of Human Rights)及國際勞工組織(ILO)發佈的標準等。

無法完成這份準則可能造成供應商與 Garmin 商業活動資格的喪失。Garmin 的直接供應商必須對於其次階供應商和更廣的供應鏈要求確實執行本文件所陳述的所有標準。Garmin 保留稽核所有供應鏈實體是否合乎規範之權利。

供應商必須在所有其商業行為的國家和區域遵守所有適用的法律、規範和指令。除此之外，每個供應商必須確保其員工會接受到在他們工作上的相關法律、管理和內部要求等等的訊息以及訓練。

勞工

供應商需注意並支持其所有員工之人權。供應商需超越法律規範，國際公認標準來達到社會和環境的責任。

A. 健康與安全

供應商需確保提供一個健康和安全的環境給其員工。所有的工作環境必須安全，乾淨和合乎所有適用的法規和規範。所有供應商需有系統性的偵測、避免和回應針對所有從業人員的健康和安全潛在的危險。Garmin 認知從所有生意往來的角度整合健全的健康和安全活動是有必要的，且要求供應商支持創造一個健康且安全的工作環境狀況給所有的從業人員。

供應商最少須：

- 提供一個健康和安全的環境給所有員工。
- 維持所有適用的健康和安全的法規的合規性。
- 提供員工有飲用水和足夠衛生的設施的管道。
- 提供員工有合適的個人保護裝備來確保其工作安全。
- 訓練員工安全地執行其工作且維持和正確地使用個人保護裝備。
- 培養和維持緊急對應計畫和裝備包括了撤退，火災，藥品和其他災害等對應計畫和員工訓練。

B. 童工

供應商禁止雇用15歲或在有著依照國際勞工組織所豁免的開發中國家的14歲以下之工作者；在完成義務教育或者該國家最低雇用年齡的員工。供應商需保留每位員工的法定年齡文件副本。

C. 強迫勞動

供應商需不雇用非自願，被強迫，監禁，契約或奴役的勞工，人口走私或雇用受到人口走私和負債擔保的受害者。供應商需盡職調查來避免雇用受到人口走私，負債擔保和其他種類受到人力仲介或契約者等的受害者。供應商需依照國際勞工組織規章 No 29 和 105，廢止奴隸制度，奴隸販賣和法案來避免，壓迫，和懲罰人口走私特別是女人和小孩，附錄聯合國打擊跨國有組織犯罪公約。

D. 騷擾或傷害

供應商需確保沒有工作者受到任何肢體，性別，心理或文字等騷擾或霸凌。雇員需受到尊重和尊嚴的對待。

E. 歧視

僱員不可在招募，雇用，交易，工作狀態，業務，薪資，福利，晉升，原則，終止雇用，或退休受到性別，人種，種族，社會族群，宗教，年紀，殘廢，性向，國家，政治或任何狀態的歧視。雇用，薪資，福利，訓練，升遷，原則，解雇，退休或其他員工相關等決定需依照相關且客觀性的規範。

F. 工時

供應商需確保僱員的工作時間須符合且不超過國家法律。僱員需被允許至少每七天休一天。供應商需符合相對應整體員工須休息，休假，特休，和國定假期等的法律。

G. 薪資及津貼

薪資必須符合員工們的最低需求。供應商需藉由符合相關法規的薪水，包含加班費和福利來補償其員工。

H. 結社之自由

供應商需尊重僱員的權力來建立和參加一個法定的集團(包括交易公會)且可按照其意願，不會受到他們非暴力的權力而受到懲罰。

衝突性礦產

美國證管會(Securities and Exchange Commission, SEC)於2012年8月22日，通過了「Dodd-Frank 華爾街改革與消費者保護法」第1502條中，有關採購「衝突礦產」的最終版條文。這項條文，約束了例如 Garmin 的美國上市公司，需合理質疑，並根據情況，更積極地實質審查產品的材料來源與產銷監管鏈(chain of custody)中，是否含有衝突礦產；也需每年公開報告衝突礦產是否有來自於、或成為剛果民主共和國(Democratic Republic of Congo)及鄰近國家非法武裝組織的收入來源。條文中提到的衝突礦產包含：鈮鉭鐵礦(Tantalum)、錫石(Tin)、黑鎢(Tungsten)以及黃金(Gold)，(以上四種金屬又合併簡稱為3TG)。Garmin 雖然沒有直接向供應商購買3TG礦產原料，但自供應商買進的零件可能含有來自於剛果民主共和國與其鄰近國家的3TG礦產。

Garmin 與同業一致，支持整條供應鏈都需履行社會責任的想法。其中一部分的做法是，Garmin 通過參與由電子行業公民聯盟(EICC)及所包含的無衝突採購倡議(CFSI)，與產業範圍內的其他公司進行合作。

CFSI 是透過其項下的無衝突冶煉廠計劃(CFSP)所開發針對冶煉廠和精煉廠控制系統所做的獨立驗證稽核計畫。CFSI 透過 CFSP 來識別生產無衝突材料的冶煉廠和精煉廠。為了證實這一情況，CFSI 使用經過專門培訓的獨立第三方稽核員來驗證這些冶煉廠和精煉廠是可以被認為其無使用衝突礦產。CFSI 在網路上有發佈通過稽核的冶煉廠和煉油廠清單。此外，CFSI 開發了衝突礦物報告樣板(CMRT)，將供應商從產業供應鏈收集的衝突礦物信息標準化。

Garmin 將每年寄這份調查表(CMRT)給供應商，請他們提供供應鏈中冶煉廠與精煉廠的資訊。除此之外，Garmin 目前也在與供應商的正式合約、供應商行為準則及供應商指導手冊裡，規定以下內容以要求供應商—1) 執行對進料來源負責的政策；2) 執行支持該政策的實質審查；3) 填妥並回執衝突礦物報告樣板(CMRT)給 Garmin。

對供應商的期待

具體來說，Garmin 在此要求所有供應商配合以下事項：

- 採取負責任的礦產採購政策，並透過供應鏈傳遞這個要求；
- 實施盡職調查流程和緩解計劃來支持這個政策；
- 遵守我們的“供應商行為準則”；
- 利用 Garmin 衝突礦產培訓計劃來培訓和指導該公司適用的員工；
- 採購來自具備社會責任供應商的原材料；並且
- 及時完成並向我們反饋 CMRT，提供我們可能要求的，關於他們提供的產品中礦物採購來源的所有資訊。

如果 Garmin 意識到一個供應商不符合基於我們對供應商期望的此政策規定，那麼我們將依照我們的事態升級程序，採

取適當的措施來改進這種狀況，包括可能中止與供應商的合作關係。

如果供應商希望尋求指導或是希望舉報可疑的濫用狀況，我們鼓勵供應商和其他外部的合作夥伴藉由聯繫他們平常的採購管道或是 GARMIN 的代表來達到目的。

所有供應商、其他外部利害關係人和員工若欲向 Garmin 衝突礦產團隊和首席執法官匯報與 Garmin 產品中的 3TG 採購有關的問題，可透過發送電子郵件到 conflictmineralscompliance@garmin.com 或是郵寄給首席執法官 (Garmin Ltd., Mühlfentalstrasse 2, CH-8200, Switzerland)

環境

供應商應該要了解“環境責任”是生產高品質產品重要的一環。在生產過程中，環境和自然資源的負面影響應該被減到最低。供應商應該要能夠持續改善操作面，製程及產品，進而達到節省資源及避免汙染的目的，將對人類和社會的衝擊降至最低。

供應商基本要求：

- a. 遵守所有適用環境面的法令及法規
- b. 若更換產地或供應商必須以書面通知 Garmin
- c. 維護並遵守所有承諾及報告需求
- d. 執行環境管理系統(EMS)，包括以下所述(但不侷限於以下項目):
 - 擔保條款 (環境政策, 目標, 承諾)
 - 在執行系統相關工作時，各人員的責任和義務
 - 系統需依據適當的法規法令所制定
 - 風險管理程序
 - 人員教育訓練
 - 溝通及意見交流的管道
 - 執行稽核，評估，矯正措施的程序
 - 文件化並保留相關紀錄
- e. 將來自於“儲存，適用，運輸，及有害物質處置”等對環境所造成的衝擊和風險降至最低
- f. 不可在生產製造過程或產品上使用任何禁用物質(例如 ODC, PFOS 等)
- g. 執行汙染防治及節省資源，降低對環境所造成的衝擊
- h. 根據要求，向 Garmin 提供產品和材料的化學或其他環境合規數據，包括，但不侷限於：
 - EU RoHS
 - EU WEEE
 - EU ELV
 - EU REACH
 - Ozone Depleting Chemicals Product & Manufacturing Bans (U.S. Stratospheric Ozone Protection Act/Clean Air Act and EU Directives)
 - California Battery Charger System Rules
 - Japan J-MOSS (JIS-C 0950)
 - IMDS/GADSL
 - Korea RoHS
 - California RoHS
 - California Proposition 65
 - Other product chemical regulatory
- i. 將所有資料製成文件保存，確保內容的可調整性以符合需求
- j. 維護文件確保符合以上敘述

道德與誠信

Garmin 致力於按照最高的道德標準，並遵守所有適用的法律開展業務。有任何道德(或潛在的道德問題)，或者違反 Garmin 行為準則的行為，供應商應馬上向 Garmin 回報。這包括 Garmin 或供應商僱員的任何潛在的道德問題；擔心採購過程中的道德問題；或任何其他道德問題。任何個人或公司誠實的報告道德的擔憂不會對其產生負面的影響。

期待供應商秉持最高的道德標準，包括：

a. 無賄賂、勒索或侵吞

嚴禁各種形式的貪污，敲詐勒索和挪用公款導致立即終止業務並採取法律行動。

b. 資訊之公開

供應商或許有機會獲取 Garmin 的機密(非公開)的資訊。供應商須將該持有機密訊息嚴格保密，在沒有得到 Garmin 事先批准的狀況下不得將其透露，除非基於在必要時候的法律需求。Garmin 保留其機密資訊的唯一所有權。供應商不得以獲取公司資料或利用其非公開資訊的優勢，購買或出售 Garmin 的股本或債務證券。

c. 不當之利益

賄賂或者不當獲取或不正當利益等手段都不能提供或接受。供應商不得以代表 Garmin 的身份參加任何活動，包括但不限於企劃、交易、遊說、慈善或政治捐款和出席在政府機構的官員或代表面前。

d. 商業誠信

供應商應遵守所有反賄賂的條文、法規和法律。供應商不得提供或接受任何有價值的物品，以取得不當利益或好處。供應商不得提供或接受回扣、賄賂或以現金或其他任何形式的回報，無論是直接或間接。不管是被公開或正式的要求，仍然禁止進行此不當支付。供應商不得以代表 Garmin 的身份幫助付款或參加任何活動，包括但不限於企劃、交易、遊說、慈善或政治捐款和出席在政府機構的官員或代表面前。

供應商應遵守反海外腐敗法（“FCPA”），英國 2010 年的反賄賂法案（“英國反賄賂法”）和其他國家的類似反賄賂法（統稱“反賄賂法”）。

e. 公平的商務及競爭

支持公平交易，廣告和競爭的標準。供應商不得和其他 Garmin 的供應商從事串謀投標或配置客戶或市場分佈。供應商應遵守所有適用的反壟斷、貿易規則和競爭法。

供應鏈安全

Garmin 已被核准為安全優質企業係貨物在國際間移動之業者，Garmin 在政府發起的計畫，如海關與貿易夥伴反恐聯盟 (Customs-Trade Partnership Against Terrorism, C-TPAT) 和安全優質企業認證 (Authorized Economic Operator, AEO) 持續保持會員的身份，這些計畫旨在協助海關檢測和防止恐怖份子和恐怖武器進入美國，同時促進合法交易有序且有效率地進行。

- a. 我們期望國際性的供應商維持一個安全的場所，當準備和處理 Garmin 的商品和貨物時，藉由執行和利用適當得安全程序與 Garmin 合作，。
- b. Garmin 鼓勵我們的商業夥伴去熟悉 C-TPAT, AEO 或類似的計劃與他們的最低安全標準，如果符合資格，可以考慮成為在供應商執業國家的 C-TPAT、AEO 或類似計畫的會員。

為了促進其實體安全措施，供應商必須採取適當作法來保護其安全計劃的細節，並保護各種形式的敏感數據和資訊。如果供應商遭遇到數據洩露，則必須及時通知 Garmin。